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Building the trade union agenda

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FACT SHEET 3: BUILDING THE TRADE UNION AGENDA

MIGRANT HEALTH AND SOCIAL CARE WORKERS DURING THE COVID-19 PANDEMIC

This Fact Sheet draws on learning from trade unions across the world and their recommended priority actions for building Covid recovery plans and strategies for migrant health and social care workers.

I. RECOMMENDATIONS MADE BY TRADE UNIONS IN THE 2021 PSI/OPEN UNIVERSITY SURVEY

NATIONAL UNION ACTIONS TO DEFEND AND PROMOTE THE RIGHTS OF MIGRANT HEALTH AND SOCIAL CARE WORKERS

	<ul style="list-style-type: none">• Embark on campaigns, awareness raising and advocacy about fair and ethical recruitment.	<ul style="list-style-type: none">• Organise and represent health workers in non-union hospitals and other care settings, including the private sector.
	<ul style="list-style-type: none">• Ensure migrant health and social care workers' rights are included in all collective bargaining agreements.	<ul style="list-style-type: none">• Draw attention to the disparate impacts of Covid on workers and patients of colour and to the rise of racism, including increased racial hatred and violence.
<ul style="list-style-type: none">• Raise awareness about gender-based discrimination and understanding of the intersections of 'race' and gender.	<ul style="list-style-type: none">• Campaign to prevent racism, aggression and violence directed towards migrant health and social care workers.	<ul style="list-style-type: none">• Work in partnership with NGOs who provide services to the migrant workers.
<ul style="list-style-type: none">• Defend the rights of undocumented migrants, for example, to have access to the Covid vaccine.	<ul style="list-style-type: none">• Support improved Covid data gathering and sharing for improved Covid impact monitoring on health and social care workers.	

NATIONAL UNION ACTIONS TO PROMOTE ETHICAL RECRUITMENT

- Support and information for migrant workers, post and pre-departure, ensuring that their rights are set out in contracts of employment in the country of destination.
- Campaign for better systems for monitoring and reporting recruitment companies and private employers not complying with ethical recruitment rules.
- Better data sharing of and learning from good and bad practices in recruitment and employment of migrant health and social care workers.

II. RECOMMENDED GLOBAL ACTIONS

GLOBAL-LEVEL ACTIONS TO SUPPORT THE RIGHTS OF MIGRANT HEALTH AND SOCIAL CARE WORKERS



1. Global social responsibility and justice founded on adequate funding and governance for the long-term sustainability of health and social care systems, quality public services and the right to health for everyone, everywhere.
2. A strengthened WHO Code to ensure the full implementation and monitoring of UN and ILO norms and standards.
3. Full implementation of global governance instruments on migration, especially those concerning the fundamental labour rights of migrant workers.
4. Support bilateral labour agreements (BLAs) that promote a just distribution of costs, risks and gains from international health and social care migration, equitable economic and social development, fair and ethical recruitment and robust international labour standards.
5. Embed social dialogue across sectoral, national, inter-national and global migration governance and policy.

THESE ISSUES ARE AN INTEGRAL PART OF THE PSI'S HUMAN RIGHT TO HEALTH CAMPAIGN

POWER TO OUR MIGRANT WORKFORCE²

P	O	W	E	R
PUBLIC INVESTMENT	ORGANIZING	WOMEN	EQUAL RIGHTS	RESPONSIBILITY
Public investment in our health workforce. We need to invest in quality public health services so that our health workers are not forced to leave their jobs due to poor pay and dire working conditions.	The right to organize and to join trade unions must be guaranteed for all migrant workers as stipulated in the UN and ILO Migrant Workers Conventions.	Women are the majority of our health care workers. Integrating the gender dimension into migration policies is critical to empowering women migrant workers. This includes reorganizing the nature of care work and integrating care into public policy and public services.	Equal rights to decent work, fair and ethical recruitment, and social protection for all migrant workers.	Sharing the global responsibility in the rights-based governance of labour migration, founded on the principles of solidarity, justice and protection of human rights for all.

¹ PSI (2020) Building Resilience Across Borders. PSI Policy Brief. <https://publicservices.international/resources/publications/building-resilience-across-borders?id=11444&lang=en>

² PSI's campaign message on 18 December 2020. For further information about PSI's Right to Health campaign (English, French and Spanish) see: <https://peopleoverprof.it/campaigns/right-to-health-campaign?id=5736&lang=en>